International Congress of Zookeepers
The International Congress of Zookeepers will contribute to the highest standard of professional animal care by:

- Continuing to build a global network of animal care professionals
- Supporting regional associations
- Facilitating the exchange of knowledge and skills
- Promoting professionalism via training and resource sharing
- Supporting keepers involved in conservation projects

The International Congress of Zookeepers is:

A global network of zoo keepers contributing to the highest standard of professional animal care and the role of zoos today

Vision

Mission

The International Congress of Zookeepers will contribute to the highest standard of professional animal care by:

- Continuing to build a global network of animal care professionals
- Supporting regional associations
- Facilitating the exchange of knowledge and skills
- Promoting professionalism via training and resource sharing
- Supporting keepers involved in conservation projects
For the purpose of this document the following terms were defined;

**ZOO**
An establishment that maintains wild animals typically for visitor engagement, conservation, education and research

**ZOOKEEPER**
An animal attendant working in a zoo
We will ensure strong links with each ICZ member association and develop relationships with additional zookeeping associations. We will develop MOU's with like-minded organizations, increase our sponsorship partners, facilitate twinning/sister zoo arrangements and nurture communications with our partners.

Continue to Build a Global Network of Animal Care Professionals

Objective 1

1.1 Facilitate a keeper conference every 3 years
We will facilitate a keeper conference every three years in different locations, with diverse programs and networking opportunities. The conference will be financially sustainable, and as affordable as possible. Scholarships will be offered as an opportunity to attend the conference.

1.2 Expand International Zookeeper Day
We will expand the participation in International Zookeeper Day, which we will celebrate a different theme annually on the 4th of October in recognition of the contribution of zookeepers worldwide. We will ensure it is recognized as an ICZ initiative and establish a supporting fundraising model.

1.3 Increase ICZ brand recognition
We will increase our reach and brand recognition by:
- maintaining an engaging website with up to date content
- expanding our social media presence
- production of the quarterly newsletter 'Keeper Notes'
- production of ICZ collateral with relative and current information

1.4 Respond to industry and community queries
We will position ICZ as a reputable organization to respond to industry and community queries.

1.5 Develop and nurture relationships with partners
We will ensure strong links with each ICZ member association and develop relationships with additional zookeeping associations. We will develop MOU's with like-minded organizations, increase our sponsorship partners, facilitate twinning/sister zoo arrangements and nurture communications with our partners.
Objective 2
Support Regional Associations

2.1 Cross promote member association events
ICZ (association) members will promote involvement in each other’s events. All members will be able to attend events and purchase publications for member prices.

2.2 Promote and support new keeper associations
We will promote new keeper associations via initial assistance with formation, then subsequently the provision of resources, workshops, guest speakers and mentors.

2.3 Establish contacts in non-member associations
We will establish key contacts in non-member associations and provide assistance in areas without keeper associations when requested.

2.4 Increase impact via marketing and communication strategies
We will increase our reach and impact by developing a marketing strategy and enhancing our communication platforms.
Objective 3

Facilitate the Exchange of Knowledge and Skills

3.1 Deliver practical skills and knowledge sharing events

We will hold a conference every three years and a workshop in non-conference years. We will explore opportunities to conduct regional workshops, encourage keeper-driven workshops and cross-promote (association) members events.

3.2 Provide reference material

We will develop and support publications and reference materials and provide access to digital resources.

3.3 Share member association news and journals

We will share newsletters, journals, association information and experiences amongst (association) members.

3.4 Develop social media communication

We will increase our presence on our current social media platforms and explore further platforms.
Support Conservation Projects

4.1 Offer keeper conservation grant
We will offer an annual keeper conservation grant, of which we will seek sponsorship for financial support.

4.2 Offer keeper conservation grant
We will raise awareness for keeper-initiated conservation projects and provide opportunities for keeper involvement in these projects. We will motivate and inspire keepers to establish their own projects.

4.3 Generate funds for conservation through member associations
We will encourage our (association) members to generate funds for conservation.

4.3 Donate funds to a conservation project
We will donate an amount from each conference registration (and possible additional funds raised during the conference) to a conservation project.
The steering committee will participate in regular email- and face-to-face meetings and will make decisions about the structure and memberships of the ICZ.

Objective 5

Operate a Professional Organization

5.1 Incorporation
We will meet government requirements for incorporation

5.2 Budget
We will increase and sustain our core budget

5.3 Documentation
We will update, develop and maintain all documentation as required to support operations and ensure suitable access, storage and archivest

5.4 Meetings
The steering committee will participate in regular email- and face-to-face meetings and will make decisions about the structure and memberships of the ICZ.
Appendix 1
Current Membership of the ICZ Steering Committee

Association Iberica de Cuidadores de Animales Salvajes (AICAS)
Rául Cabrera and Diana Fernández

De Harpíj
Lex van der Leije and Annelies Hillewaere

Association Francophone des Soigneurs (AFSA)
Sébastien Pouvreau and Pascal Wohlgemuth

Australasian Society of Zoo Keeping (ASZK)
Liz Romer and Michael Drinkwater

Berufsverband der Zootierpfleger (BdZ)
Carsten Knott and Sebastian Schor

Association of British and Irish Wild Animal Keepers (ABWAK)
Yianna Cooling and Victoria Snook

Zookeepers Association of the Philippines (ZAP)
Emilia Lastica-Ternura and Leo Suarez

GAGAS
Guillermo Delfino and Christian Gillet

ICZ Executive Officer
Sara Wunder Steward
In October 9 – 13, 2017, members of the ICZ Steering Committee (Appendix 1) met at Ocean Adventure, Subic Bay Philippines. Chris Banks, sponsored by Zoos Victoria, assisted the group in facilitating development of the ICZ Strategic Plan for 2018-2023.

This Strategic Plan (hereafter referred to as the plan) follows on from the previous plan covering 2009 – 2016, which was developed in Singapore. The steering committee aimed to simplify the plan having identified the strengths and weaknesses of the association over the past seven years.

Prior to the Subic Bay meeting, a questionnaire identifying strengths, weaknesses, opportunities and threats was circulated to all associations, ex-Steering Committee members and others that had been previously involved in the ICZ.
Zoos include but are not limited to:

- Zoos
- Aquariums
- Dolphinariums
- Reptile parks
- Bird parks
- Conservation breeding centres
- Rehabilitation/Rescue centres
- Safari Parks
- Wildlife Reserves/Sanctuaries
- Insectariums/Butterfly Parks
- Bioparks
- Wildlife Parks

**Appendix 3**

**Definition of a Zoo**

An establishment that maintains wild animals typically for visitor engagement, conservation, education and research.